

Diversity, Equity, and Inclusion

May 2023

In this newsletter, we aim to provide you with the latest updates related to Diversity, Equity, and Inclusion (DEI) in our Department of Psychiatry.

Message from the Department Head

As I shared last week at the State of the Department, DEI is infused across all missions. We must embark on new opportunities on our path forward. It is important we increase URiM representativeness among departmental faculty, staff, and trainees, and focus on mental health equity in clinical services. This is a team effort! We will do this by participating in taskforces, enhancing our recruitment efforts, training diversity advisors to ensure best practices in DEI are utilized throughout the hiring process, participating in the WUSM Taskforce Climate Survey, and implementing ongoing trainings.

-Eric Lenze, MD

OUTmed
Washington University in St. Louis
SCHOOL OF MEDICINE

Festival: June 24 & 25, 2023
Parade: June 25, 10a-2p

Pride Festival & Parade

RSVP HERE

Allies, we need you now more than ever!

DIVERSITY CREATES COMMUNITY
PRIDE 2023
T-shirts \$15
Order by 5/3/2023
Design above

ASIAN AMERICAN, NATIVE HAWAIIAN & PACIFIC ISLANDER HERITAGE MONTH



Celebrate Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) Heritage Month 2023

May is AA and NHPI Heritage Month, a celebration of AA and NHPI individuals and communities in the United States.

- Learn how we can work together to advance Better Health Through Better Understanding for Asian Americans, Native Hawaiians, and Pacific Islanders: <https://minorityhealth.hhs.gov/aanhpihm/>
- Visit [Population Profiles](#) to learn more about the unique health concerns impacting [Asian Americans](#) and [Native Hawaiians and Pacific Islanders](#).
- Visit the [U.S. Census Bureau's website](#) to learn more about the diversity within the AA and NHPI communities.
- Visit the [White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders \(WHIAANHPI\)](#) to learn more about federal efforts to promote safety and equity for AA and NHPI communities.
- Access the [Mental Health Toolkit 1: Staying Well & Living Well](#), developed by the Asian American Health Initiative (AAHI). It provides culturally competent, reliable information about mental health for community leaders and members to share with their respective communities.
- Read the [new report](#) from the Pew Research Center: Diverse Cultures and Shared Experiences Shape Asian American Identities. According to a new, multilingual, comprehensive survey, there is diversity in the ways Asian adults living in the United States identify themselves. This is the largest nationally representative survey of its kind to date.

Meet Psychiatry's new Diversity Advisors!

We are so grateful for the time and commitment from the following individuals in Psychiatry who took part in the [Diversity Advisor](#) training program:

Taylor Bass
Beth Beato
Anna Constantino-Pettit
Monique Gill
Oscar Harari
Vivia McCutcheon
Megan Panther
Michele Pergadia
Michelle Steiner
Alexandre Todorov

They have received training from the WUSM Office of DEI in order to help ensure that best practices in diversity, inclusion, and equity are utilized throughout the hiring processes that occur within our department.

Special thanks to Cherie Nabholz and Vernita Smith from Psychiatry HR for joining the training to ensure the best practices roll out of this initiative in our department.

[Learn more about diversity advisors](#)

IN-BETWEEN

PAN-ASIAN MENTAL HEALTH CONFERENCE

Founded in 2019 at Washington University, [in-between](#) is the first student-driven conference that seeks to promote dialogue surrounding mental health within the Asian and Asian American community. The conference explores how experiences of mental health intersect with Asian identities – generation (immigrant, 1st, 2nd), language, gender and sexuality, professional interests, and third culture experiences. The event aims to highlight the diverse experiences of the East, Southeast, and South Asian diaspora while finding support in shared experiences.

Recommended Reading

Professional Psychology: Research and Practice

Transgender and gender diverse clients' experiences in therapy: Responses to sociopolitical events and helpful and unhelpful experiences.

"Some therapists tend to view a lack of overt prejudice as indicating that they are skilled in working with TGD people. On the contrary, our findings suggest that therapists must invest their time and energy in learning about the unique life experiences of TGD people, such as common identity development experiences or current events. Otherwise, their clients may feel disconnected, feel less understood, or be burdened with educating their providers."
(Puckett et al., 2023)

[Read this article](#)

Missed DEI 1.0, 2.0, 3.0 or 4.0 trainings?

We understand that it might have been difficult for everyone to attend the recent DEI training sessions. If you could not attend a session, please contact Tina Hoffman (tina.hoffman@wustl.edu) to be directed to online and in-person DEI 1.0-4.0 open sessions held by the WUSM Office of DEI.

Resident Presentations



February 3, 2023

Fayola Fears, a 4th year Psychiatry resident, presented, "Institutional Diversity, Equity, and Inclusion Programs: The Residents & Fellows Diversity Initiative" at the last grand rounds of the academic year. This presentation was a culmination of her participation with this initiative, where she highlighted her findings on the critical importance of mentorship, networking and opportunities for leadership training for underrepresented minorities in medicine.

Recommended Reading

Scientific American
An Inclusive Research Environment Starts at the Top

"Underrepresented people who pursue scientific careers largely occupy the early career rungs of academia, and often face a hostile obstacle course of microaggressions, bias, harassment and more. The responsibility for creating an environment where all scientists, regardless of able-bodiedness, LGBTQ status or skin color, can thrive must come from the top." (Rasmussen, 2023)

[Read this article](#)

Upcoming Psychiatry Listening Sessions

Coming to Psychiatry in 2024:
Understanding Systemic Racism Training
Save the Dates
January 23, 9-10:30
January 24, 11-12:30
January 30, 9-10:30
January 31, 11-12:30

Check out our updated DEI [website!](#)

If you have any feedback or ideas for website content please email us at DEIpsych@email.wustl.edu